

# Process for Updating the County Health Racial Equity Action Plan (REAP)

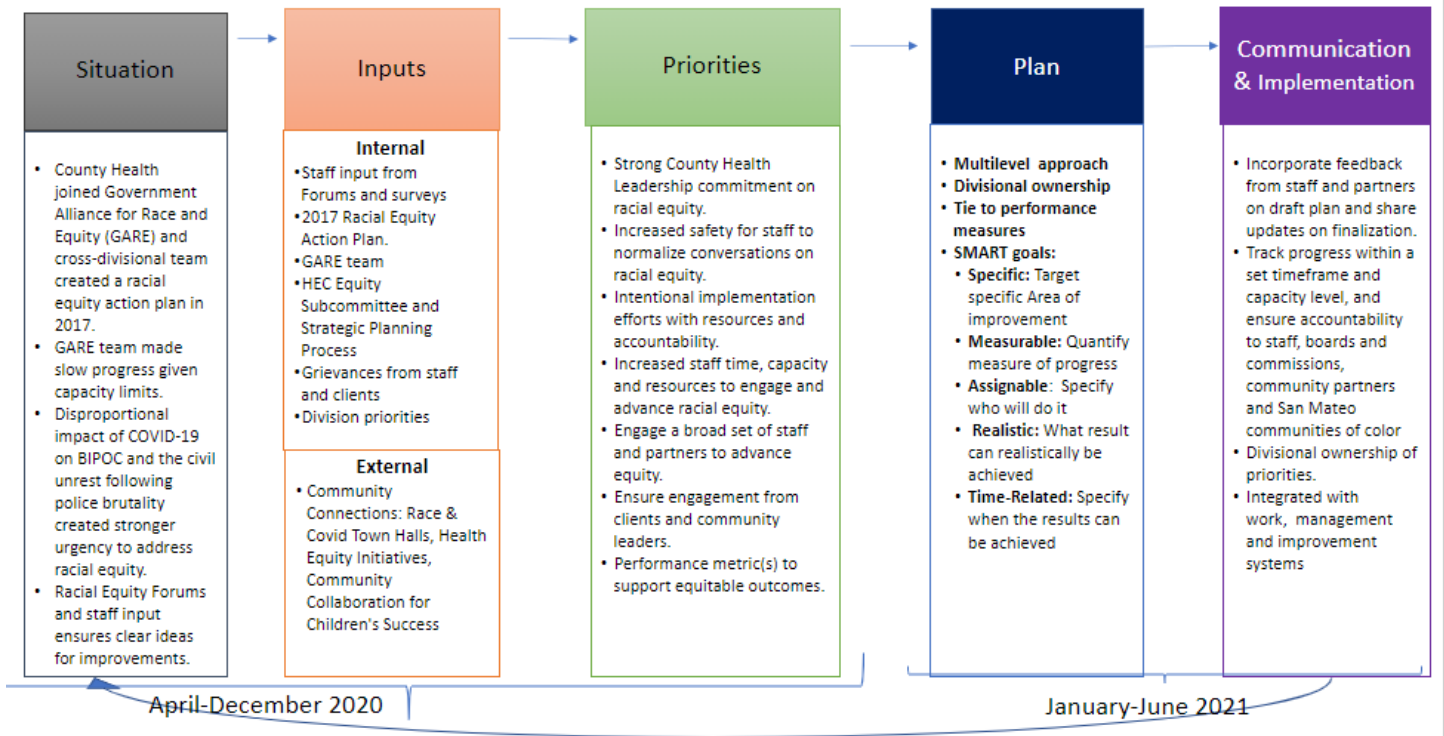
## Vision

San Mateo County Health has a clear roadmap for steps towards implementing racial equity into all aspects of its structure and function to support progress and accountability.

## Objectives

- 1) Align racial equity efforts and feedback from the following input areas in County Health into an updated Racial Equity Action Plan (REAP): 1) Health Executive Council (HEC) Equity Subcommittee & Strategic Planning Process, 2) Racial Equity Forums & Surveys, 3) GARE Team, 4) Division Priorities, 5) COVID-19 Response, 6) Community Connections: Race & COVID Town Halls, Health Equity Initiatives (HEIs), Community Collaboration for Children’s Success (CCCS) and more, and 7) Input and grievances from staff and clients.
- 2) Create an actionable, comprehensive, adaptable, and feasible plan with clear goals, priorities, and tasks to operationalize and normalize racial equity, track progress, and ensure accountability.

### Racial Equity Action Planning Process



## Aligning Racial Equity Efforts Across Seven Input Areas

To understand and align County Health racial equity processes and steps into the updated plan, we will incorporate the following information and analyses from each input area:

- Current and future priorities and actions underway and major gaps not being addressed
- Components and specific processes most critical for effective implementation
- Current capacity levels and needs
- Timelines and next steps

The following chart lists each input area and accompanying strategies for gathering this information:

<b><i>Input Areas into REAP</i></b>	<b>Input Strategies for Gathering Information</b>
<b>1. Health Executive Council (HEC) Equity Subcommittee &amp; Strategic Planning Process</b>	<ul style="list-style-type: none"> <li>• Incorporate HEC Equity Subcommittee priorities and performance metrics for County Health.</li> <li>• Incorporate aligned HEC Strategic planning priority areas. They clearly align with the key priorities of the staff identified from the racial equity forum data collection effort.               <ol style="list-style-type: none"> <li>1) Cultivate safe and enriching relationships with all we are connected with; and</li> <li>2) Deepen our understanding of how Health should address its racial equity barriers; in order to commit to</li> <li>3) Increasing health equity outcomes in San Mateo County.</li> </ol> </li> <li>• Incorporate Division priorities identified through the HEC strategic planning process that relate to racial equity.</li> </ul>
<b>2. Racial Equity Forums and Surveys</b>	<ul style="list-style-type: none"> <li>• Pull out key issues/themes from a review of all the data collected from staff and partners through the forum discussions, survey and poll feedback.</li> <li>• Draft actions to address key issues.</li> <li>• Review with leadership, stakeholders, including a forum discussion.</li> </ul>
<b>3. GARE Team</b>	<ul style="list-style-type: none"> <li>• Incorporate the REAP development as a subcommittee of the full multi-divisional GARE team.</li> <li>• Review previous Racial Equity Plan actions that remain incomplete and align with key themes identified by staff.</li> <li>• Incorporate the three priority areas from GARE retreat: 1) Divisions understand, are committed to, and have the infrastructure needed to advance racial equity, 2) County Health staff are empowered and supported to foster equity among coworkers and clients, and 3) County Health decision-making processes center marginalized communities, reflect deep commitment to racial equity, and are based on data-based attention to racial impact.</li> </ul>

	<ul style="list-style-type: none"> <li>Partner with full GARE Team to review actions, identify gaps to address key staff issues identified in the feedback.</li> </ul>
<p><b>4. Division Priorities</b></p>	<ul style="list-style-type: none"> <li>Incorporate Division strategies that are being developed from the HEC strategic planning process that align with the staff priorities.</li> <li>Work with Divisions to identify additional information needed for the REAP and ways to share progress.</li> </ul>
<p><b>5. COVID-19 Response</b></p>	<ul style="list-style-type: none"> <li>Review COVID-19 health equity plan for specific metrics that align with the priorities for REAP.</li> <li>Review feedback from Race and Covid-19 Townhalls and incorporate feedback where appropriate.</li> </ul>
<p><b>6. Community Connections: Race &amp; Covid-19 Townhalls, Health Equity Initiatives (HEIs), Community Collaboration for Children's Success (CCCS), &amp; other community and client connections</b></p>	<ul style="list-style-type: none"> <li>Share plan, where appropriate, for receiving feedback from Health Equity Initiatives, Health Boards and Commission, CCCS Racial Equity Subcommittee, and other community connections.</li> <li>Get feedback at forum and from division directors on other community forums to receive feedback on draft plan.</li> <li>Improve plan based on feedback.</li> </ul>
<p><b>7. Input and grievances from staff and clients; clinical incident reporting processes</b></p>	<ul style="list-style-type: none"> <li>Consult leadership (Louise), LEAP staff, of existing themes, data related to staff and client grievances.</li> <li>Incorporate actions identified through the staff-engaged Cultural Sensitivity Planning effort lead by Louise. The effort is based on specific staff and client challenges identified related to racial equity.</li> <li>Specific actions that align with key priorities of staff will be incorporated into REAP.</li> </ul>